



Mission: Developing, Improving, and Supporting Competitive Swimming in the Inland Empire

Vision: Provide a safe and positive atmosphere for all swimmers of all abilities to achieve and sustain lifelong success

Spring 2024 HOD Meeting Notes

Roll Call: Missing representation from Baker and Spokane Sea Serpents.

Motion made for the admin vice chair to investigate their absence and apply sanctions for these teams based on IES policies and procedures. **Motion made, seconded, and passed.**

Block # 1 – Minutes

- Minutes from Fall 2023 HOD
(https://www.gomotionapp.com/wzielsc/UserFiles/Image/QuickUpload/hod-meeting-minutes-10-01-23_063209.pdf)

Motion to approve the Fall 2023 HOD meeting minutes made and seconded. Motion passed.

Block # 2 – Officer Reports

- General Chair Report: Jeff
(https://www.gomotionapp.com/wzielsc/UserFiles/Image/QuickUpload/gr-report-spring-2024r1_070542.pdf)
- Admin Vice Chair: Carolyn Petersen
(https://www.gomotionapp.com/wzielsc/UserFiles/Image/QuickUpload/ies-tpc---coaches-joint-report---approved-changes-to-spring-championship-meets_002557.pdf)
- Senior Chair: Sean Muncie
(https://www.gomotionapp.com/wzielsc/UserFiles/Image/QuickUpload/senior-chair-report---top-16-times_002472.pdf)
- Age-Group Chair: Russell Whitaker
- Coaches Report: Mark Sowa
(https://www.gomotionapp.com/wzielsc/UserFiles/Image/QuickUpload/ies-tpc---coaches-joint-report---approved-changes-to-spring-championship-meets_002557.pdf)
- Diversity, Equity and Inclusion: Shelly Sobek
(https://www.gomotionapp.com/wzielsc/UserFiles/Image/QuickUpload/dei-chair-report-spring-2024-hod_071382.pdf)
- Athlete Representative Report: Codi Thomas, Jessie Snyder, Suzka

Motion to approve Block 2 reports as presented made and seconded. Motion passed.

Pulled for Discussion:

- Finance Vice Chair: Don Hougardy
(https://www.gomotionapp.com/wzielsc/UserFiles/Image/QuickUpload/ies-fund-balance-12-31-2023_002363.pdf)
 - 2023 IES Financial Reports
(https://www.gomotionapp.com/wzielsc/UserFiles/Image/QuickUpload/ies-financialreport-12-31-2023_066208.pdf)

Don walked everyone through these documents – there were no questions from the membership

- 2023 IES Investment Reports
(https://www.gomotionapp.com/wzielsc/UserFiles/Image/QuickUpload/investmentreporting-2023_021205.pdf)

Don walked everyone through the document. Todd asked: How much have the investments recovered from the losses in 2022. Don did not know off the top of his head. The information can be found in the HOD minutes from last year.

**Motion to approve the financial reports as presented made and seconded.
Motion passed.**

- Safe Sport: April Walkley
(https://www.gomotionapp.com/wzielsc/UserFiles/Image/QuickUpload/ies-safe-sport-2024-hod_009624.pdf)

Discussion on proposed policies to only allow teams who have completed SSRP to apply for sanctions and to charge teams double the registration fee if they have not completed SSRP at the time of registration.

- Discussion to amend the proposal make SSRP a requirement of registration/membership into the LSC
- Question about grace period when renewing SSRP – 6 month grace period suggested, but USA Swimming renewal process only lets teams in to renew 60 days ahead of their expiration

HOD members have decided to move Safe Sport new business here and vote on the proposed policy change:

- **Safe Sport**
 - A Club/Team must be SSRP certified in order to renew their IES/USAS Club registration for 2025.
 - Notes: A club has a full year to get in good standing before their membership is revoked and they have to start the whole process all over. When a club is not in

good standing, their athletes, coaches, and officials must register and participate unattached.

Motion to approve all clubs being SSRP certified in order to renew their IES/USAS club registration for 2025 made and seconded. No further discussion. Motion passed.

Motion to pass the Safe Sport Report as presented made and seconded. Motion passed.

Block #3 – Committee/Coordinator Reports

- Officials Committee: Keith Lambert
- Operational Risk: Ben Galligan/Jeff Sutton
 - Details on updates: <https://websitedevsa.blob.core.windows.net/sitefinity/docs/default-source/risk-management/safety-and-operational-risk/report-of-occurrence-webinar.pdf>
 - New Update Report of Occurrence Form (<https://fs22.formsite.com/usaswimming/form18/index.html>)
- Open Water: Jeff Walkley (https://www.gomotionapp.com/wzielsc/UserFiles/Image/QuickUpload/open-water-report-spring-hod-2024_006956.pdf)

Motion to approve block 3 as presented made and seconded. Motion passed.

Pulled for Discussion:

- Membership/Registration/Times: Jody Broyles (https://www.gomotionapp.com/wzielsc/UserFiles/Image/QuickUpload/2024-spring-hodregistration-times-report_014248.pdf)
 - Membership registration is strong in the LSC. 5 teams have already surpassed the number of registered athletes this year as compared to last year and there are still 3 months left in the season.
 - From March to April, IES registered nearly 100 athletes
 - Observed meets: 13 meets in 2023-24
 - Question: What is the percentage increase in membership is expected in Olympic years? We see about a 5% increase in those years, and then a 5% drop-off the following year.
 - We, as an LSC, do better growing our existing/stable clubs than we do by adding new clubs.
 - Question about retention: IES retention is about 0.5% above national average.

Motion to approve the Membership report made and seconded. Motion passed.

- Governance: Robert Broyles

- Elections for Open Board Positions – Nominees listed have been recommended by the governance committee:
 - General Chair – Nominee Jeff Sutton
 - Senior Chair – Nominee Russ Whitaker
 - Secretary – Nominee Noelle Grigsby
 - Coaches Rep – Nominee Emily Renzini *elected by the Coaches Committee 4/21/24
 - Safe Sport Chair – Nominee Beth Koza

Motion to approve the open board positions with the nominees as presented made and seconded. Discussion: With Russ moving to the senior chair, does that mean we are going to appoint a new Age Group Chair? Yes. Motion passed.

- Sanctions: Noelle Grigsby: A quick note from your sanctions chair: We have seen an increase in meet announcements with the wrong meet ref/officiating staff listed. Going forward, please verify your officials, especially your meet referees BEFORE sending in a sanction request. Also, please have your meet referee read/approve the meet announcement before sending in the sanction request as they are ultimately responsible for what is written in the sanction. And, finally, if unforeseen circumstances occur and you need to have a new meet referee step in ahead of the meet, please let me know as soon as possible. I will need to reassign them in the SWIMS database. Thank you!
 - List of meets sanctioned Oct 2023-March 2024:
https://www.gomotionapp.com/wzielsc/UserFiles/Image/QuickUpload/sanctions-tracking-xlsx---sheet1_006379.pdf

Motion to approve the sanctions report as presented made and seconded. Motion passed.

- Staff: Jody Broyles – verbal updates
 - 2024 LSC LEAP Renewal – In Progress * Submission Deadline May 31, 2024
 - IES Policies & Procedures Update – Finalizing as part of LEAP Renewal
 - 2024 IES Zones Teams – See landing page on IES website for applications, travel information, and other important information: IES Zone Teams Info May 1st Deadline for Assistant Coach Applications!

New Business:

- 2025 Competition Calendar
https://www.gomotionapp.com/wzielsc/UserFiles/Image/QuickUpload/2025-ies-compcalendar-xlsx---sheet1_046908.pdf
 - Note: Our developmental meets will now be referred to as “progressive” since USA Swimming came out with a developmental meet format that is very different than our traditional developmental meet.

Motion to approve the 2025 Competition Calendar as amended during the meeting made and seconded. Motion passed.

- **Splash Fees/Meet fees:**

- Item # 1:

- ~~Within the LSC we offer very few time standard or preliminary/final format meets. In speaking with clubs one of the reasons has to do with the financial implications of limiting swimmers and/or the number of splashes for a meet.~~
 - ~~The LSC splash rates do not reflect this as the LSC permits up to a \$5.00 splash fee per event.~~
 - ~~Most LSC reflect this cost implication and allow higher splash fee to reflect this. Currently, the only mechanism for a host club is the addition of a higher facility fee to cover the potential income lost due to a lower number of swimmers and/or splashes.~~
 - ~~It is suggested the LSC permit for any non-championship time standard and/or preliminary/final meet that the splash fee be raised \$1.50 to \$6.50. This was based on a review of PNS for meets not held at WKCAC.~~

Discussion:

- Should the LSC just set a minimum splash fee for budgeting purposes, but allow teams to charge whatever splash fee they need to do in order to run their meets and not lose money?
 - Most teams just charge a facility fee to cover additional costs.

No action taken by the membership on this item. No change.

- Item # 2:

- The last time splash fees were raised to 5.00, no change was made to relay fees. To help clubs offer relay and assist with rising facility costs this proposal would raise relay fees 13.00 short course (effective Sept 1, 2024) and 14.00 LC (effective Jan 1, 2025).

Discussion: Friendly amendment to state that relay fees, whatever they are, should be the same for both short course and long course season.

Motion to adjust relay splash fees to \$16, effective September 1, 2024, made and seconded. Motion passed.

○ Item # 3:

- To accomplish the IES vision to Provide a safe and positive atmosphere for all swimmers al all abilities to achieve and sustain lifelong success, Inland Empire Swimming must promote equal access to training resources and competition opportunities to all athletes, regardless of their means. Since IES recognizes that national and international success in swimming depends on access to substantial resources, Inland Empire Swimming proposes to create a process and funding mechanism that provides swimmers of limited means with additional club and LSC resources.
- Propose a 1.00 additional surcharge to develop/fund an endowment to provide this resource to LSC swimmers.

Motion to increase IES Meet Athlete/Surcharge by \$1.00 with all funds dedicated to the IES HS Senior Scholarships, with the HS athlete scholarship capping out at \$1000 for each athlete.

After further discussion, this needs to be tabled until Fall HOD with more research to be done.

New motion: **Motion to table this until Fall 2024 HOD and send it to the finance committee for further research made and seconded. Motion passed.**

- Set a date for the Fall HOD meeting

Motion to set the 2024 Fall HOD meeting to Sunday, November 3, 2024 via Zoom and adjourn the current meeting made and seconded. Motion Passed.

Respectfully Submitted
Noelle Grigsby, IES Secretary